CITY OF FARGO 2025 EMPLOYEE ENGAGEMENT SURVEY - FARGO CASS PUBLIC HEALTH

› LEVEL OF ENGAGEMENT

Overall - City of Fargo 2025 Employee Engagement Survey - Fargo Cass Public Health

Not Engaged (43%) Somewhat Engaged (38%) Fully Engaged (19%) Response count: 91

Are you...

1. Male

Not Engaged (28%) Somewhat Engaged (50%) Fully Engaged (22%) Response count: 18

2. Female

Not Engaged (43%) Somewhat Engaged (40%) Fully Engaged (17%) Response count: 63

3. Transgender

Not Available - There are not 10 or more responses for this group.

4. Do not identify as female, male or transgender

Not Available - There are not 10 or more responses for this group.

5. Prefer not to say

Not Available - There are not 10 or more responses for this group.

What is your current age?

B. 20 to 24

Not Available - There are not 10 or more responses for this group.

C. 25 to 34

Not Engaged (36%) Somewhat Engaged (48%) Fully Engaged (16%) Response count: 25

D. 35 to 44

Not Engaged (44%) Somewhat Engaged (31%) Fully Engaged (25%) Response count: 16

E. 45 to 54

Not Engaged (54%) Somewhat Engaged (32%) Fully Engaged (14%) Response count: 22

F. 55 to 64

Not Engaged (21%) Somewhat Engaged (43%) Fully Engaged (36%) Response count: 14

G. 65 or over

Not Available - There are not 10 or more responses for this group.

H. Prefer not to say

Not Engaged (64%) Somewhat Engaged (27%) Fully Engaged (9%) Response count: 11

Please select the category with which you most closely identify:

1. American Indian or Alaska Native

Not Available - There are not 10 or more responses for this group.

2. Asian

Not Available - There are not 10 or more responses for this group.

3. Black or African American

Not Available - There are not 10 or more responses for this group.

4. Hispanic, Latino, or Spanish origin

Not Available - There are not 10 or more responses for this group.

7. White

Not Engaged (42%) Somewhat Engaged (43%) Fully Engaged (15%) Response count: 65

9. Prefer not to say

Not Engaged (66%) Somewhat Engaged (17%) Fully Engaged (17%) Response count: 12

Years of Service

A. Less than 6 Months

Not Available - There are not 10 or more responses for this group.

B. 6 Months to 1 Year

Not Available - There are not 10 or more responses for this group.

C. 1 to 3 Years

Not Engaged (38%) Somewhat Engaged (42%) Fully Engaged (19%) Response count: 26

D. 3 to 5 Years

Not Engaged (30%) Somewhat Engaged (60%) Fully Engaged (10%) Response count: 10

E. 5 to 10 Years

Not Engaged (50%) Somewhat Engaged (30%) Fully Engaged (20%) Response count: 10

F. 10 to 20 Years

Not Engaged (50%) Somewhat Engaged (38%) Fully Engaged (13%) Response count: 16

G. 20 Years or More

Not Engaged (43%) Somewhat Engaged (33%) Fully Engaged (24%) Response count: 21

What is your role?

1. Employee: You do not supervise other employees

Not Engaged (35%) Somewhat Engaged (45%) Fully Engaged (20%) Response count: 65

2. Supervisor: You are a supervisor who may be responsible for one or more of the following: giving direction on work projects, performance reviews, and leave approval

Not Available - There are not 10 or more responses for this group.

3. Manager: You may supervise one or more supervisors and be responsible for day to day operations

Not Available - There are not 10 or more responses for this group.

4. Senior Leader: You are the head of a department or division and a member of a leadership team

Not Available - There are not 10 or more responses for this group.

5. Prefer not to say

Not Engaged (70%) Somewhat Engaged (10%) Fully Engaged (20%) Response count: 10

Are you considering leaving your current position in the next year and, if so, why?

1. No

Not Engaged (22%) Somewhat Engaged (50%) Fully Engaged (28%) Response count: 46

2. Yes, to pursue a different position within my current department

Not Available - There are not 10 or more responses for this group.

4. Yes, to pursue a position outside the City – in another government agency (e.g., city or county, state, or federal)

Not Available - There are not 10 or more responses for this group.

5. Yes, to pursue a position outside government (e.g., in a private sector company)

Not Engaged (65%) Somewhat Engaged (29%) Fully Engaged (6%) Response count: 17

6. Yes, to retire

Not Available - There are not 10 or more responses for this group.

7. Prefer not to say

Not Engaged (60%) Somewhat Engaged (27%) Fully Engaged (13%) Response count: 15

Stay or Leave

1. Stay

Not Engaged (22%) Somewhat Engaged (50%) Fully Engaged (28%) Response count: 46

2. Leave

Not Engaged (66%) Somewhat Engaged (27%) Fully Engaged (7%) Response count: 30

3. Prefer not to say

Not Engaged (60%) Somewhat Engaged (27%) Fully Engaged (13%) Response count: 15

Age Group

A. 34 or under

Not Engaged (38%) Somewhat Engaged (46%) Fully Engaged (15%) Response count: 26

B. 35 to 64

Not Engaged (42%) Somewhat Engaged (35%) Fully Engaged (23%) Response count: 52

C. 65 or older

Not Available - There are not 10 or more responses for this group.

D. Prefer not to say

Not Engaged (64%) Somewhat Engaged (27%) Fully Engaged (9%) Response count: 11

Race/Ethnicity Combined

1. American Indian, Asian, Black, Hispanic, Multi-racial and Others

Not Engaged (29%) Somewhat Engaged (36%) Fully Engaged (36%) Response count: 14

2. White

Not Engaged (42%) Somewhat Engaged (43%) Fully Engaged (15%) Response count: 65

3. Prefer not to say

Not Engaged (66%) Somewhat Engaged (17%) Fully Engaged (17%) Response count: 12

Department

Fargo Cass Public Health

Not Engaged (43%) Somewhat Engaged (38%) Fully Engaged (19%) Response count: 91

Division

Environmental Health

Not Available - There are not 10 or more responses for this group.

Fargo Cass Public Health - Other

Not Engaged (50%) Somewhat Engaged (31%) Fully Engaged (19%) Response count: 16

Harm Reduction

Not Engaged (36%) Somewhat Engaged (32%) Fully Engaged (32%) Response count: 28

Health Clinic and Health Promotions and Occ Health

Not Engaged (59%) Somewhat Engaged (33%) Fully Engaged (8%) Response count: 12

Nursing

Not Engaged (46%) Somewhat Engaged (39%) Fully Engaged (14%) Response count: 28

Employee Status Code

F3

Not Available - There are not 10 or more responses for this group.

FT

Not Engaged (50%) Somewhat Engaged (32%) Fully Engaged (18%) Response count: 66

P2

Not Available - There are not 10 or more responses for this group.

T4 or C4

Not Available - There are not 10 or more responses for this group.

TV

Not Available - There are not 10 or more responses for this group.